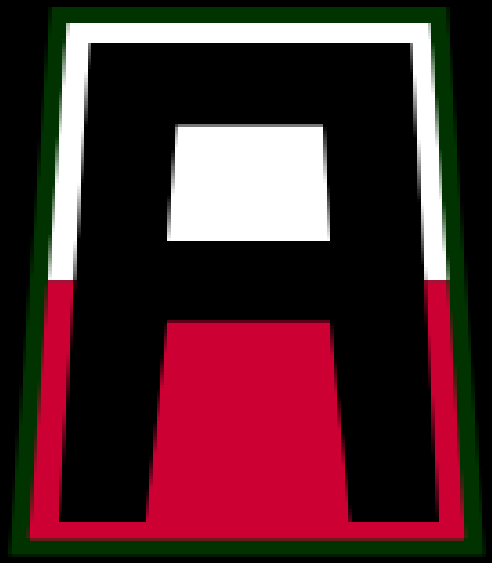
EQUAL OPPORTUNITY PROGRAM



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EQUAL OPPORTUNITY ADVISOR

EO Office Point of Contact

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EO Program Mission

TO FORMULATE, DIRECT AND SUSTAIN A COMPREHENSIVE EFFORT TO MAXIMIZE HUMAN POTENTIAL AND TO ENSURE FAIR TREATMENT FOR ALL PERSONS BASED SOLELY ON MERIT, FITNESS, AND CAPABILITY IN SUPPORT OF READINESS.

EOA Functions

- AGENT FOR CULTURAL CHANGE AND ACT AS THE EYES AND EARS FOR THE COMMANDER
- UNDERSTAND AND ARTICULATE EO POLICIES
- RECOGNIZE AND ASSESS DISCRIMINATION, AND ALL FORMS OF SEXUAL HARASSMENT
- RECOMMEND REMEDIES TO DISCRIMINATION AND SEXUAL HARASSMENT
- ASSESS THE COMMAND CLIMATE, (SURVEYS, REVIEWING RECORD AND REPORTS, OBSERVATIONS, AND STAFF ASSISTANCE VISITS)

EOA Functions Cont.

- RECEIVE AND PROCESS COMPLAINTS OF UNLAWFUL DISCRIMINATION AND SEXUAL HARASSMENT
- REVIEW AND COMMENT ON INVESTIGATIONS DEALING WITH DISCRIMINATION OR SEXUAL HARASSMENT
- ASSIST IN PLANNING AND CONDUCT OF ETHINC OBSERVANCES/SPECIAL COMMEMORATIONS
- ORGANIZE OR ASSIST WITH TRAINING SESSIONS PERTAINING TO EO, DISCRIMINATION, POSH AND HUMAN

EO Policy

- THE U.S. ARMY WILL PROVIDE EQUAL OPPORTUNITY AND FAIR TREATMENT FOR MILITARY PERSONNEL, FAMILY MEMBERS AND DA CIVILIANS WITHOUT REGARD TO RACE, COLOR, GENDER, RELIGION, OR NATIONAL ORIGIN, AND PROVIDE AN ENVIRONMENT FREE OF UNLAWFUL DISCRIMINATION AND OFFENSIVE BEHAVIOR
- SEE THE COMMANDER'S POLICY STATEMENT ON EQUAL OPPORTUNITY

Sexual Harrasment Policy

- THE POLICY OF THE ARMY IS THAT SEXUAL HARASSMENT IS UNACCEPTABLE CONDUCT AND WILL NOT BE TOLERATED. THE PREVENTION OF SEXUAL HARASSMENT IS THE RESPONSIBILITY OF EVERY SOLDIER AND DA CIVILIAN. LEADERS SET THE STANDARD FOR SOLDIERS AND DA CIVILIANS TO FOLLOW.

- SEE THE COMMANDER'S POLICY STATEMENT ON SEXUAL HARASSMENT.

Complaint Procedures

- THE POLICY OF THE ARMY IS THAT SOLDIERS, FAMILY MEMBERS AND DA CIVILIANS HAVE THE RIGHT TO PRESENT A COMPLAINT TO THE COMMAND WITHOUT FEAR OF INTIMIDATION, REPRISAL, OR HARRASMENT.

- COMPLAINTS CAN BE ADDRESSED FORMAL OR INFORMALLY TO THE COMMAND OR TO THE ALTERNATE AGENCIES. IT IS ENCOURAGE TO ALLOW THE COMMAND THE OPPORTUNITY TO RESOLVE THE ISSUE AT THE LOWEST LEVEL POSSIBLE.

Special Commemorations/ Ethnic Observances

- JANUARY - MARTIN LUTHER KING JR., BIRTHDAY
- FEBRUARY - AFRICAN-AMERICAN/BLACK HISTORY MONTH
- MARCH - WOMEN'S HISTORY MONTH
- APRIL/MAY - "DAYS OF REMEMBRANCE" FOR VICTIMS OF THE HOLOCAUST
- MAY - ASIAN PACIFIC HERITAGE MONTH
- AUGUST - WOMEN'S EQUALITY DAY
- SEPTEMBER/OCTOBER- HISPANIC HERITAGE MONTH
- NOVEMBER - NATIVE AMERICAN INDIAN HERITAGE MONTH

The Army's Diversity Vision

The national leader in embracing the strengths of diverse people in an inclusive environment…investing in and managing talent, valuing individuals, and developing culturally astute Soldiers and Civilians who embrace our communities and are prepared for human dimension of leadership and global engagements.